

# Outlook

The University of Maryland at College Park Faculty and Staff Weekly Newspaper • Volume 8 Number 20 • March 21, 1994

## Straying Away

*Caring Staff Rescue Abandoned Animals*

When the Taliaferro Hall tomcat fell out of the attic, crashed through the classroom ceiling, and landed on four very large feet, the students bolted and the king of pest control ran in with his net.

"My net was six sizes smaller than the cat," Charlie Kramer says. "The cat looked at me; I looked at him; and he jumped through a screened window and ran 100 yards in 10 seconds. I said, 'That cat doesn't deserve to be chased.'"

The tom that was "as big as a bobcat," was one of several feral cats who lived for months above the Department of American Studies before Kramer could figure out that they were getting into Taliaferro by going up the fire escape and through a small hole near the roof.

Most likely, the tom was a descendent of someone's discarded pet. And with cats, one plus one equals three or four or six kittens. "These were the progeny of abandoned animals," Kramer says.

Doris Henderson, a specialist in Work Control, fields calls for Kramer. "Students are not supposed to have pets and when they graduate or go home for the summer they toss their cats out. The cats are living under build-

ings. We have a terrible problem. A cat had kittens, then those kittens had kittens. We trapped and brought them to the Beltsville farm.

"Even as barn cats they are better off. It just breaks my heart," says Henderson.

In another Taliaferro incident, cat-lover Katie Helene, then a secretary in American Studies, heard a kitten mewing in the ceiling next to the employee lounge. Workmen removed part of the new drop ceiling, and found they had to cut through an older ceiling above to get to the trapped week-old kitten.

"The kitten had a square head," Kramer recalls. It's soft skull was wedged between two wooden slats.

Helene rushed to a nearby animal hospital where they kept the animal for a few days before pronouncing it healthy. Helene kept the kitten and bottle-fed it until it was old enough to eat cat chow. Ultimately, a friend of Helene's at McKeldin Library adopted "Spider" whose head was no longer cube-shaped.

Helene remembers several other times in which kittens were rescued from the ceiling. With great effort, she managed to find homes for them. Out of one litter of four, Charlie Kramer

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## Performance Review and Development Program Undergoes Test Period

Work on the Performance Review and Development (PRD) program, the new performance management system being developed and piloted for the university, continues to progress. Currently, 150 pairs of supervisors and employees from across the campus are involved in a pilot project testing the effectiveness of the system. Participants were randomly chosen from a computerized list of all campus employees in order to examine the effectiveness of the new system on a representative group of employees and supervisors.

The administration's strong support of efforts to develop an effective and fair performance management process for College Park is reflected by the participation of President William E. Kirwan and all four vice presidents, Katherine Costello, Daniel Fallon, Charles Sturtz and William Thomas, in the pilot project.

In January, after a brief orientation on the nature of the pilot project, par-

ticipants began a mini performance management period that will continue through March. At the end of this period, supervisors will conduct a performance evaluation of the employee with whom they were paired and send all evaluation materials to the PRD technical team, headed by Susan Taylor, associate professor in the College of Business and Management. Both employees and supervisors will then provide their reactions to the evaluation process by completing a survey and responding to a structured interview. Results of the pilot project will be used by Kirwan and the President's Cabinet in making a decision about campus wide implementation of the PRD program in May.

Employees interested in further information about the pilot project or in providing input to the new PRD System are asked to contact Susan Taylor (405-2240) or her assistant, Suzanne Masterson (405-2162).



The Mail Services crew pose at their Route 1 facility.

## Mail Services Keeps Those Cards and Letters Coming

It's 2:45 on a Tuesday afternoon and the pace in the warehouse-like facility on Route 1 is high speed. On one side of the building, letters are flying with rapid-fire precision from Dan Logan's hands into a series of cubbyholes. And in the back, Jim Mirack is feeding multitudes of envelopes and other material through a postage metering machine. Fourteen other employees are quickly completing similar tasks without missing a beat.

Welcome to Mail Services, where the word "hustle" is an understatement.

Beginning at 7 a.m., six days a week, 16 employees pull out the stops to make sure that faculty, staff and students receive their mail. Their day begins with the U.S. Postal Service's morning delivery of incoming mail, a two-truck operation that leaves 36,000 pieces of mail to be sorted by university postal workers. And that's on an average day.

On holidays, such as Valentine's Day, says Deidre Francis, assistant director for support services, Department of Communications and Business Services, "there may be even more because of all the mail for the students in the residence halls."

Sorting through all those pieces is nearly a two hour process, including "sub-sorting" by the six campus mail carriers who divvy up the mail for the departments on their delivery routes. By 9 a.m., the six are on their runs. Two hours later, the carriers return with their collected mail and turn it

over to be sorted and metered.

Timely delivery is something the carriers (Logan, Mark Gray, Steven Gray, James Newman, James "Sonny" Stevenson, and Varkey Uthup) take seriously. "Some of the guys [literally] run their routes because they're determined to deliver the mail on time," says Francis. "Many people don't realize how they hustle and how committed they are to the job."

Because the carriers sort manually, Francis says they have to be accurate and have a keen eye. They're also required to be able to lift a minimum of 70 pounds, she says. "All of them wear back supports."

Each carrier has a minimum of 30 stops. Logan boasts the longest route (44 stops) and Steve Gray the bulkiest, thanks to the trade journals and magazines sent to the computer science, chemistry and physics departments on his route.

"Individually, we sort 4,000 letters," says Logan, "but we work pretty well as a team." That's a sentiment echoed by Arthur Stevenson who says, "It's fun working here. We get a joke going while we're sorting the mail and it makes the work go quickly." Arthur, who puts postage on all outgoing mail, is the alternate man for delivery, but these days, he's busy helping to train his brother, James, who's only been on the job six weeks.

James Stevenson's brief time on the job contrasts with many of the other

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### The Kiss of Spring

One-month-old lambs tarry by the barn door with their ewes on their first day outside. Later, the frisky lambs ventured farther out into the yard near the corner of Regents and Farm Drives.

## Kellogg-Funded Study Examines the Meaning of Leadership

Just as public confidence in leaders is reaching record lows, the Center for Political Leadership and Participation has launched a new project to re-examine the meaning of leadership and how it should be exercised in a changing society.

The Leadership Studies Project, funded by a half-million dollar grant from the W. K. Kellogg Foundation of Battle Creek, Mich., will bring together more than 80 of the nation's preeminent leadership scholars and practitioners to rethink leadership theories and their applications.

The project will be headed by the center's senior scholar, James MacGregor Burns, and Judith Addington, who serves as project director. Burns is recognized by most scholars as the dean of the leadership theorists. He is the Pulitzer Prize-winning author of several presidential biographies and has devoted his life to the study of leader-

ship under a democratic system.

Addington, who wrote the grant for the project, is a leadership consultant and owner of a communications company, Gazelle Productions, Ltd.

Georgia Sorenson, director of the center, notes that while there is general agreement about the failure of leadership to address the critical social concerns of today, there is no agreement on what it takes to make leadership more effective. "This project is designed to bring together the best minds in the country for a focused dialogue on the subject," she said.

Addington added that "by enhancing the understanding of true leadership and then sharing our findings...we will be 'pathbreaking' and in the process will bring about positive changes in the way leadership is perceived and the way we act as leaders of the future."

The grant, which totals \$526,850, will fund a series of small focus groups,

## End quote

Should guns be made illegal through a constitutional amendment?



"No, guns should not be made illegal through a constitutional amendment. A constitutional amendment is not the right vehicle to make guns more difficult to obtain. There is possibly a legislative way to do this but not constitutionally."

—James Kirk, professor, Department of Mechanical Engineering

"There definitely should be some legal restrictions on the usage of handguns but making it part of the constitution may not be the way to go."

—Lois Lanier, assistant director, Maryland English Institute



"I would not go so far as to make a constitutional amendment to ban guns, but certain kinds of guns should be made illegal. Handguns, Saturday Night Specials, and assault weapons should be pulled off of the market. They have no purpose other than to kill people. The key is the lethality of the weapons. People are going to be violent and crazy. And you are not going to remove that by removing guns. I certainly wouldn't keep the police from carrying guns."

The Brady Bill will make a small difference in crime. As time goes on the prices on black market weapons will go up."

—James Gimpel, assistant professor, Government and Politics

interactive working meetings and the development of leadership materials over the next four years. In addition, Burns and Addington will direct a structured correspondence among project participants much like that engaged in by the founding fathers as they shared letters outlining their thoughts and insights on the nature of democracy and the principles upon which to found this nation.

"As we approach the next century, this country will face challenges like none it has known before," Sorenson said. "It is imperative that we take a long, hard look at some of the assumptions that have driven our leadership practices in the past to see if they remain relevant in a new age."

The Center for Political Leadership

and Participation was established to foster future generations of political leaders through education, service and research. The work of the Leadership Studies Project will contribute to the developing research agenda of the center's Program on the Advanced Study of Leadership.

**Next Issue: Continuous Improvement is more than a catch-phrase on campus. Learn about the projects and programs that are making the university better for all.**

## Mail Services at Maryland

*continued from page 1*  
employees whose service dates back 10 years or more. Case in point is Jim Fitzmaurice who has worked for Mail Services for 31 years. Fitzmaurice is charged with checking all the mis-addressed mail and finding its rightful owner. After three decades at the university, he is familiar enough with the faculty and staff to recognize a name or remember an address without having to search through directories. "The only problem is when people move around a lot," says Fitzmaurice.

In addition to those who help sort and deliver the mail, are those who run the postage metering machines. Mirack, one of five supervisors, is one of them. He estimates that they meter \$10,000 worth of mail each day. Mirack's fellow supervisors include Joe Ecker, Harry Flora and Matt Greene. A manager of mail supervisors, yet to be hired, rounds out the supervisory staff.

Rounding out the staff are Dorian Crouse, Frank Hawkins, Gary Kane, Kevin Kincius, and Richard Rosander.

Not only is Mail Services speedy, but also reliable. "The only complaints we get are from students who didn't get mail," says Francis. To ensure quality



Jim Fitzmaurice and Dan Logan sort through the afternoon mail.

service, the department periodically places "fake" letters in the mail to track their delivery time.

Francis says it's important to address mail correctly "or it gets put aside to be looked up." The majority of users address their mail correctly, she says, "but you're dealing with people's handwriting." Francis also attributes problems to the less than reliable U.S. Postal Service. "We once got a letter

addressed to "President Clinton, White House."

The department recommends using intra-campus mail envelopes which reduce potential errors when sorting mail. "If you are using stationery envelopes for intra-campus mail, please write CAMPUS MAIL prominently on the envelope where a stamp would be placed," says Francis. The address for all on-campus mail (except students) should consist of the following: Name, Department, Campus-zip (four-digit zip). These four-digit codes are listed in the Faculty/Staff Directory with each address that contains a building name.

Mail Services sorts mail by department, says Francis, not by a person's name or building or room number. Failure to list the department name may result in a delay. The department also recommends typing or printing the address to make sorting easier and faster. If properly addressed, campus mail is usually delivered no later than the day after it is picked up. Large mailings to departments on campus should be bundled separately by department and Mail Services should be contacted for large mailings or pick-ups.

—JENNIFER HAWES

UNIVERSITY OF MARYLAND AT COLLEGE PARK

## Outlook

Outlook is the weekly faculty-staff newspaper serving the College Park campus community.

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## Abandoned Animals



Kathryn Nepote with Odi

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took a kitten and Helene kept one herself. "I still have my Fudge Pudge," she says. "She's a little wild. Not a very affectionate cat. She still hisses sometimes."

If it is difficult to find homes for kittens who hiss, it is almost hopeless searching for people willing to adopt wild cats. Training a feral feline takes patience and time. They scratch. They bite. They don't like humans.

In the mid-1980s, there were hundreds of such stray cats on campus. Then one morning, a rabid raccoon padded into the Engineering Building. Kramer, who is vaccinated for rabies, lassoed the animal with a pole and snare just before students were coming to class at 8 a.m. After that, a rabies scare led pest control to initiate a cat-trapping program that wiped out the university's feral cat population.

Today, the fear of rabies has diminished and the number of stray felines is increasing—thanks to the students.

Every spring, as regular as the swallows returning to Capistrano, half-grown cats, and the occasional dog, are dumped at the barn door of veterinarian Kathryn Nepote, director of laboratory animal care. Cats are left in carriers, or released in the barn areas. Once, when she arrived at work, Nepote was greeted by a tail-wagging dog tied to the door.

"The biggest problem we have is trying to make the connection with students. Even though students aren't allowed to have pets, they do. They have a kitten they can't take home at the end of the semester. They just let it go."

"It's upsetting because they are being very irresponsible," Nepote says. "We take the cats to animal control and nine out of 10 times they're euthanized."

Dogs, Nepote says, pose less of a problem because they are difficult to slip into the dorms.

Dawn Jackson, a laboratory technician who works with Nepote, has a theory. "Everybody gets a cute little kitten and the cute little kitten grows up and starts to spray."

Jackson adopted one of the discarded pets and named it Cleo. People think barns and livestock areas on campus will provide a food supply of rodents for their cats, Jackson says. But some of the cats don't see it that way.

"These cats are pets and they know there's a bowl of Nine Lives waiting at home. They don't know how to catch mice or rats. They play with them."

Campus Police called Jackson about

a pygmy goat they found walking down College Avenue. Herdsman Jordan Thomas was away and Jackson was not sure what to do.

"You can't just bring a strange goat into the barn," she told police who were holding the goat in a cell. Jackson agreed to temporarily house the miniature goat in her backyard. "The goat was not an indoor goat," she says.

Jackson named him Sebastian. He played with her dog and cat. When it rained, Sebastian went into the rabbit hutch.

The goat's life was sweet.

"Until he ate my plants," Jackson says. "He ate the clematis and that was that."

Sebastian now resides in Waldorf. He and his roommate, a pot bellied pig, spend their days touring nursing homes.

Jordan

Thomas, an agricultural technician and herdsman for the Department of Animal Sciences, says he in no way wants to give people the idea that they can bring their unwanted animals to the barn. "We can't care for them," he says.

Thomas helped his partner, Andrianna Stuart, an employee in grounds maintenance, catch and rehabilitate a feral cat and her kittens that were living under a temporary trailer. "The mother cat was pretty wild. We took it real slowly," he says. About taming wild cats, Thomas says that he lets them "circulate and get used to us, then we herd them to a smaller space to take them to the vet."

Stuart says the problem lies in people viewing pets as disposable. Though some cats might wander onto the university from surrounding communities, she says, the majority of the cat problem is generated by people on campus.

"I always prepare myself for when a semester ends. Cats will start appearing. Sometimes the students will leave notes on the door: 'I dropped my cat in your barn,' like it's just going to sit there and wait for someone, or 'I dropped my cat I hope you don't mind,' or 'I thought you needed a cat down here so I left my cat.' Always like it's kind of a favor and

we're looking for these cats."

Stuart says she has seen cats hanging around the dining hall dumpsters and near the poultry compound. The landscape technician says she has placed hundreds of university strays with new owners over the past 10 years. She also has a network of friends who will take cats temporarily, while she searches for permanent homes.

"We need to be responsible for our pets. We definitely need to get them spayed and neutered," she says.

"What I tell people is, 'If you don't believe that a two-year-old will be safe out in the street, a cat or dog isn't either.'"

College Park Animal Control will not patrol campus and pick up cats because it is not their jurisdiction, Stuart says.

Most strays are taken to Prince

George's County Animal Control Division in Forestville. In the fiscal year ending June 1993, the county handled 17,035 animals, including owned animals, wildlife, dead animals, cruelty cases and 6,615 strays. Of the 17,035 total, 1,263 were adopted and 922 animals were returned to their owners, says Liz Dixon, an administrative aid at the facility. More than 4,500 cats were euthanized last year, 313 were adopted, and 72 were reclaimed by their owners. Animal Control lends humane traps to the public so that they can catch strays.

After the animals are trapped, county workers bring them to Forestville.

But Stuart says this is not enough.

There needs to be a self-sufficient service on campus, says Stuart. "Just as it has its own heating and electricity, this is another service that [the campus] needs to take responsibility for."

Because the university is as big as a small city with its concomitant cat difficulties, Stuart has endowed a \$350,000 life insurance policy

to the university to fund the College Park Humane Association.

"The insurance policy, when I die, will endow the trust, if we are not able to do it before then. Financially, it is there if the university accepts it,"

**"The biggest problem we have is trying to make the connection with students. Even though students aren't allowed to have pets, they do. They have a kitten they can't take home at the end of the semester. They just let it go."**

—Kathryn Nepote

**"This is an educational institution. The main plank of any animal welfare program is education. We have to convince students that the amusement and entertainment of having an animal in their room on a temporary semester basis is not the way to go."**

—Andrianna Stuart



Charles Kramer with tools of the trade

Stuart says.

"This is an educational institution. The main plank of any animal welfare program is education," says Stuart. "We have to convince students that the amusement and entertainment of having an animal in their room on a temporary semester basis is not the way to go."

"I understand that students have to have an animal in their life. So in addition to animal care and placement, the facility could be kind of a drop-in place for students to visit dogs and cats," Stuart says. "If we had a facility right here on campus maybe we could meet the needs of these students."

Stuart's dream is to have the University of Maryland Foundation take the College Park Humane Association under its umbrella so people would have her organization as a paycheck deduction. "That way we could attract larger donations from outside the campus, just the way they do for other fundraising things, and try to get alumni to participate," she says. "We could get to the point at which it would be an endowed trust and not just a life insurance policy."

Until then, Stuart and others will try to tame the strays to make them fit for adoption.

Charged with handling all the "pests" on campus, Charlie Kramer does not have time to rehabilitate wild cats. He warns those who would throw their pets out, that "it doesn't take long for a cat to be completely wild."

Kramer adds that he can immediately tell the difference between a feral cat and one that was recently someone's pet. "I approach them and instead of trying to take off my hand, they mew piteously."

—RITA SUTTER



Dawn Jackson and Cleo



# Calendar Mar. 21-Mar. 30

## Arts

**University of Maryland Symphony Orchestra:** Mon., Mar. 21, Music Teachers National Association, 8:15 p.m., Omni Shoreham Hotel, Washington, D.C. Call 5-1150 for info.

**The Guarneri String Quartet Open Rehearsal:** Tue., Mar. 22, 7 p.m., Tawes Recital Hall. Call 5-5548 for info.

**University of Maryland Symphony Orchestra:** Fri., Mar. 25, Beethoven's *Symphony #2* and Schumann's *Symphony #4*, 8 p.m., Tawes Recital Hall. Call 5-1150 for info.

**20th Century Ensemble Concert:** Sat., Mar. 26, student composers, 4 p.m., Tawes Recital Hall. Call 5-2201 for info.

**University of Maryland Chorale:** Sun., Mar. 27, Phillip Collister, conductor, 4 p.m., University United Methodist Church. Call 5-2201 for info.

## Lectures

**Entomology Colloquium:** Mon., Mar. 21, "Ants, Plants, and Hitchhiking Parasites: A Guide to the Behavior and Phylogeny of the Eucharitidae," John M. Heraty, Smithsonian Institute, 4 p.m., 0200 Symons. Call 5-3911 for info.

**Horticulture Colloquium Series:** Mon., Mar. 21, "Use of Soil Amendments and Mulch to Improve Fruit Production in Maryland," Ronald F. Korcak, USDA-ARS, 4 p.m., 0128 Holzapfel. Call 5-4355 for info.

**Latin American Studies Lecture:** Mon., Mar. 21, "The Fourth World: Native American Literature," Gordon Brotherston, University of Indiana, Bloomington, 5 p.m., St. Mary's Multipurpose Room. Call 5-6459 for info.

**Zoology Lecture:** Tue., Mar. 22, "The Ecology and Conservation of the Giant Panda in the Qin-ling Mountains," Lu Zhi, Peking University, noon, 1208 Zoology/Psychology. Call 5-6932 for info.

**Physics Colloquium:** Tue., Mar. 22, "Pure Ion Plasmas: Clocks, Crystals, and Collective Effects," Daniel D.H. Dubin, University of California at San Diego, 4 p.m., 1410 Physics. Call 5-5949 for info.

**Center for Teaching Excellence Conversations on Teaching:** Wed., Mar. 23, "Outstanding Teaching and Curriculum Innovations on Campus," noon-1:30 p.m., Maryland Room, Marie Mount Hall. Call 5-9368 for info.

**Diversity in Our Communities Colloquium:** Wed., Mar. 23, "When Personal and Community Values and Identities Diverge," Alex Chen, moderator, and various speakers, 1-2:45 p.m., 1137 Stamp Student Union. Call 5-6790 for info.

**Diversity in Our Communities Colloquium:** Wed., Mar. 23, "When



Dancer/Choreographer Li Chiao Ping

## Explore the World of Dance

During the week of Mar. 21 through Mar. 25, the Dance Department is hosting a series of programs featuring guest dancers, choreographers, and even a dance historian. While most events are free and open to the public, ticket information is provided for events with admittance fees.

**Monday, Mar. 21:** Exploring the World of Modern Dance, Lecture-Demonstration with Bella Lewitsky Company, 5 p.m., Dorothy Madden Studio Theater, The Dance Building. Free and open to the public. Made possible by the Washington Performing Arts Society and the John F. Kennedy Center for the Performing Arts. For further information, call 405-3180.

**Wednesday, Mar. 23:** Master Class with Li Chiao Ping, 11 a.m.-12:20 p.m., Dorothy Madden Studio Theater, The Dance Building. Free and open to the public for observation. For further information, call 405-3180.

**Wednesday, Mar. 23:** Master Class with Bella Lewitsky Company, 12:30-1:50 p.m., Dorothy Madden Studio Theater. Made possible by the Washington Performing Arts Society and the John F. Kennedy Center for the Performing Arts. Free and open to the public for observation. For further information, call 405-3180.

**Thursday, Mar. 24:** The Black Traditions in Modern Dance, 3:30-4:30 p.m., Room 1143, The Dance Building. Lecture by dance historian Joe Nash. Free and open to the public. Made possible by the Washington Performing Arts Society, the John F. Kennedy Center for the Performing Arts, and the American Dance Festival. For further information, call 405-3180.

**Thursday, Mar. 24:** *Yellow River* featuring guest dancer/choreographer Li Chiao Ping, 8 p.m., The Dance Building. \$8 students and seniors, \$10 general admission. For further information call 405-3198.

Cultures are in Conflict," Shirl Byron, moderator, and various speakers, 3-4:30 p.m., 1137 Stamp Student Union. Reception follows from 4:30 to 5:30 p.m. Call 5-6790 for info.

**Distinguished Scholar-Teacher Lecture:** Wed., Mar. 23, "Science for Barbie and Ken," Marla McIntosh, 3:30 p.m., 2203 Art/Sociology. Call 5-9363 for info.

**Astronomy Colloquium:** Wed., Mar. 23, "Measuring and Mapping the Distribution of Dust in a Cold Dark Cloud," Charles Lada, Center for Astrophysics, 4 p.m., 1113 Computer and Space Sciences. Call 5-1502 for info.

**The Israel Committee and Meyerhoff Center for Jewish Studies Lecture:** Thu., Mar. 24, "The Professionalism of the Palestinian Press," Ori Nir, Ha' Aretz', noon-1 p.m., 0135 Lefrak. Call 5-4980 for info.

**Latin American Studies Lecture:** Thu., Mar. 24, "The Caribs of Dominica: Travel, Writing, Ethnicity," Peter Hulme, University of Essex, England, 1 p.m., St. Mary's Multipurpose Room. Call 5-6459 for info.

**Committee on History and Philosophy of Science Colloquium:** Thu., Mar. 24, "Women in Math and Science—Is There Room at the Top?" Jenny Harrison, University of

California at Berkeley, 4 p.m., 1410 Physics. Call 5-5691 for info.

## Speech Communication

**Colloquium:** Fri., Mar. 25, "Oratory as Oral Literature," Michael C. Leff, Northwestern University, noon, 0104 Skinner. Call 5-6526 for info.

**Harrison Program on Future Global Agenda Lecture:** Mon., Mar. 28, "North Korean Dilemma: Future Problems and Prospects," Chung-in Moon, University of Kentucky, 12:30 p.m., Carriage House, Rossborough Inn. Call 5-7490 for info.

**Horticulture Colloquium Series:** Mon., Mar. 28, "Improving Horticultural Crops Through Bio-Engineering," Autor Mattoo, USDA-ARS, 4 p.m., 0128 Holzapfel. Call 5-4355 for info.

**Entomology Colloquium:** Mon., Mar. 28, "Monitoring, Selection, and Characterization of BT Susceptibility in Colorado Potato Beetle," Rob Everich, 4 p.m., 0200 Symons. Call 5-3911 for info.

**Zoology Dissertation Colloquium:** Tue., Mar. 29, Jon Ballou, noon, 1208 Zoology/Psychology. Call 5-6887 for info.

**Distinguished Scholar-Teacher Lecture:** Wed., Mar. 30, "Teaching About Gender and Science," Margaret Palmer, 4 p.m., 2203 Art/Sociology. Call 5-9363 for info.

## Meetings

**Counseling Center Research and Development Meeting:** Wed., Mar. 23, "Women and Achievement Motivation," Donald Ryujin, noon-1 p.m., Shoemaker Testing Room. Call 4-7690 for info.

**President's Commission on Women's Affairs Meeting:** Mon., Mar. 28, noon-2 p.m., Maryland Room, Marie Mount. Call 5-5806 for info.

**PCWA/CISSM/Women in International Security Panel:** Mon., Mar. 28, "Careers in Foreign and Defense Policy," 5-7 p.m., 1207 Van Munching. Call 5-6712 for info.

**Counseling Center Research and Development Meeting:** Wed., Mar. 30, "Women, Images and the Media," Paula Matabane, noon-1 p.m., Shoemaker Testing Room. Call 4-7690 for info.

## Miscellaneous

**Diversity Film Series:** Through Sat., Mar. 26, *Storytellers*, every hour on the hour. Documents a series of special evenings on Broadway featuring some of America's best known authors reading their own stories: Woody Allen, Glenn Close, Kurt Vonnegut, and Alice Walker. Nonprint Media, 4th floor, Hornbake. Call 5-9236 for info.

**Eastern Europe Film Series:** Fri., Mar. 25, *After the Revolution*, an experimental Hungarian film about a novelist



## An Ex-Mayor Architect Touts Public Service and City Planners Discuss Multicultural Communities



Harvey Gantt

Harvey Gantt, an architect and erstwhile mayor of Charlotte who is perhaps best remembered for his unsuccessful 1990 bid to unseat Senator Jesse Helms, will address the necessity of public service in a life dedicated to private practice in a lecture at the School of Architecture, Mar. 23 at 7 p.m. Earlier in the day, Gantt will meet students and faculty for a brown bag lunch.

"To my mind, Harvey exemplifies the model Jefferson had in mind when he spoke of public service," says Matthew Bell, an assistant professor of architecture whose idea it was to bring Gantt to campus. "Someone who has

worked on both sides of the coin and has made commitments to larger causes."

Since the election, Gantt has continued to lead an active, almost hectic, double life as both architect and public figure. A Fellow of the American Institute of Architects, he retains his architectural practice in Charlotte. And although he is no longer directly involved in overseeing the day-to-day operations of his home city, he remains one of its most vocal leaders, as well as one of its most prominent. He is an urban advocate who has continually argued for stronger allocation of resources to help our ravaged inner cities.

Bell says he hopes the lecture will attract a broad spectrum of both students and faculty, as Gantt's own appeal seems to cross many boundaries. "He won't just be talking about architecture," Bell says, adding that he's encouraged Gantt to "talk about whatever you feel appropriate," including, perhaps, his spirited Senate run against Helms.

It is the range of Harvey Gantt, and by extension the range of possibilities open to students, that Bell says he hopes Gantt's visit will convey. "He's a unique individual who's had an interesting career."

As testament to Gantt's many interests, the lecture is being sponsored by the Diversity Initiative steering committee, the School of Architecture, the

School of Public Affairs, and the program in committee planning. Gantt's appearance is made possible, in part, by a matching fund grant from the "Diversity at UMCP: Moving Toward Community" initiative.

That same day, the Urban Studies and Planning Program is sponsoring its "City Planning in Diverse Communities," a diversity colloquium made possible by a similar grant from the Diversity Year Initiative steering committee. There will be two, two-hour panels, beginning at 1 p.m. in the Stamp Student Union.

The first will address the problems inherent for planners in working in communities that may not be familiar to them—an extremely contemporary issue, says Marie Howland, a professor in urban studies who's put together the colloquium.

"Planners used to always think we worked in the public interest; now we realize there is no public interest. There is no one single focus anymore."

Alex Chen, a professor in urban studies, will moderate. The panelists are Hathaway Ferrebee, a white man who frequently works in African American communities; Alvin McNeal, an African American man who frequently works in white communities; and Harold Young, a planner for HUD in Baltimore.

The second panel will focus on the challenges for planners of working with various ethnic and cultural groups. The

moderator is Shirl Byron, chair of the planning program at Morgan State University. The panelists are: Kathleen Hom, Asian community liaison to District Mayor Sharon Pratt Kelly; Charles Graves, planning director of the city of Baltimore; and Alfredo Echeverria, who has worked in planning in various communities in Miami and now runs his own consulting firm.

—TODD KLIMAN



DIVERSITY  
AT·UMCP  
MOVING  
TOWARD  
COMMUNITY

and his cat, 3:30 p.m., 1120 South Campus Surge. Call 4-8418 for info.

**Diversity Film Series:** Sun., Mar. 27, through Sat., Apr. 2, *Gomberg at 82*, every hour on the hour. Presents a fictionalized account of the life of a Jewish immigrant in New Jersey. Follows his activities from his birth in Russia to his granddaughter's wedding. Nonprint Media, 4th floor, Hornbake. Call 5-9236 for info.

## Seminars

**Russian Littoral Project Seminar:** Mon., Mar. 21, "Foreign Policy Priorities and Decision Making and Foreign Policies of Southern NIS States," Johns Hopkins University SAIS Building, Washington, D.C. Call 5-7798 for info.

**Space Science Seminar:** Mon., Mar. 21, J.A. Le Roux, 4:30 p.m., 1113 Computer and Space Sciences. Call 5-6232 for info.

**Women's Studies Program Sixth Annual Polyseminar Series:** Tue., Mar. 22, "Women, Development, and Ecological Survival," Peggy Antrobus, University of the West Indies, 8 p.m., 2203 Art/Sociology. Call 5-6877 for info.

**Molecular and Cell Biology Graduate Program Seminar:** Wed., Mar. 23, "DNA-DNA Interactions in Chromosome Pairing During Yeast Meiosis," Nancy Kleckner, Harvard, 12:05 p.m., 1208 Zoology/Psychology. Call 5-6991 for info.

**Meteorology Seminar:** Thu., Mar. 24, "Potential Vorticity Concentration and Implications for Baroclinic Instability/Neutrality and Stationary Waves," Richard Lindzen, M.I.T., 3:30 p.m., 2324 Computer and Space Sciences. Call 5-5392 for info.

**UMIACS Seminar on Algorithms:** Thu., Mar. 24, 3:30-4 p.m., 1112 A.V. Williams. Call 5-6722 for info.

**China Regional Seminar:** Thu., Mar. 24, "Technological Development in Taiwan: Problems and Prospects," 4 p.m., Fort McHenry Room, UMUC Center of Adult Education. Call 5-4312 for info.

**ENRE 607 Reliability Seminar:** Thu., Mar. 24, "Multi-Chip Modules: Technology and Reliability," Robert Thomas, ITRI, 5:15-6:15 p.m., 1100 Instructional Television Facility. Call 5-3887 for info.

**Geology Seminar:** Fri., Mar. 25, "Storm Driven Sediment Transport on a Continental Shelf and Its Stratigraphic Implications," Pat Wiberg, University of Virginia, 11 a.m., 0103 Hornbake. Call 5-4089 for info.

**Mental Health Service Lunch 'N Learn Seminar:** Fri., Mar. 25, "Outcomes of the Treatment of Substance Abuse," George Kolodner, Kolmac Clinic, 1-2 p.m., 3100 E University Health Center. Call 4-8106 for info.

**Community Planning Program Saturday Seminars:** Sat., Mar. 26, "Metropolitan Transportation: Land Use Impact at Metro Stations," Alvin McNeil, System Planning, 10 a.m.-noon, 2W11 School of Social Work, University of Maryland at Baltimore. Attendance is compulsory for first year planning students. Call 5-6790 for info.

**Space Science Seminar:** Mon., Mar. 28, "Multi-Satellite Observations of Dayside Field-Aligned Current Systems," Shin Ohtani, Johns Hopkins University, 4:30 p.m., 1113 Computer and Space Sciences. Call 5-6232 for info.

**Molecular and Cell Biology Graduate Program Seminar:** Wed., Mar. 30, "Energetics of Protein Folding Reactions," Philip Bryan, Center for Advanced Research in Biotechnology, 12:05 p.m., 1208 Zoology-Psychology. Call 5-6991 for info.

**Institute for Systems Research Seminar:** Wed., Mar. 30, "Risk Sensitive Control of a Hidden Markov Model," Robert Elliott, University of Alberta, Canada, 2 p.m., 2168 A.V. Williams. Call 5-6634 for info.

## Workshops

**Peer Computer Training:** Mon., Mar. 21, "Intro to Macintosh," 6-9 p.m., 3332 Computer and Space Sciences, \$5. Call 5-2945 for info.\*

**Peer Computer Training:** Tue., Mar. 22, "Introduction to Windows," 6-9 p.m., 3330 Computer and Space Sciences, \$5. Call 5-2945 for info.\*

**Peer Computer Training:** Wed., Mar. 23, "WordPerfect for Thesis Writing, Part 2," 6-9 p.m., 3330 Computer and Space Sciences, \$5. Call 5-2945 for info.\*

**Peer Computer Training:** Mon., Mar. 28, "Introduction to WordPerfect Windows," 6-9 p.m., 3330 Computer and Space Sciences, \$5. Call 5-2945 for info.\*

**Peer Computer Training:** Tue., Mar. 29, "Quattro Pro," 6-9 p.m., 3330 Computer and Space Sciences, \$5. Call 5-2945 for info.\*

**Peer Computer Training:** Wed., Mar. 30, "Networked Resources, Part 1," 6-9 p.m., 4352 Computer and Space Sciences, \$5. Call 5-2945 for info.\*

### Calendar Guide

Calendar phone numbers listed as 4-xxxx or 5-xxxx stand for the prefix 314- or 405- respectively. Events are free and open to the public unless noted by an asterisk (\*). For more information, call 405-4628.

Listings highlighted in color have been designated as Diversity Year events by the Diversity Initiative Committee.



## Exposed: The Ups and Downs of the Humble Zipper

Every day, millions of Americans put on their pants, one leg at a time. They button their buttons, zip their zippers, and rush off to meet their days.

The zipper seems to be underappreciated in our society. Does anybody ever think about where zippers came from, or why they are here?

Robert Friedel, professor of history and a technology historian, has thought about it quite a bit. In fact, he's written a book about it.

*Zipper: An Exploration In Novelty*, coming out next month from W.W. Norton and Company, is a book exploring how the zipper became such an important part of the modern world.

"[The book] is a way of asking how new things make their way into the world," Friedel says. "We think of inventions as new solutions to old problems, but the primary property that sold the zipper was that it was a novelty."

Initially invented in 1891 by Whitcomb Judson as a series of hooks and eyes with a "gadget" that brought them together in sequence, it seemed to be an over-complicated way of fastening things.

"It was a dopey idea, but he was a bit of a flake. He liked to make things harder than they really were," Friedel says.

After getting a patent and finding investors, Judson was never able to make his great idea work. For more

than 20 years the zipper would not make it to consumers because it just didn't work.

It wasn't until a Swedish immigrant, Gideon Sundback, reinvented it in 1914 using a series of spoons and dimples, that the zipper finally worked.

"You don't think of an invention this trivial as taking this much effort," Friedel says. "It even took another decade or two to be sold, because it was very difficult to get people to buy it."

Very expensive and complicated to produce, zippers originally caused the cost of manufacturing clothing to double.

But it finally sold itself to consumers in the 1920s as part of galoshes. B.F. Goodrich, the tire company, manufactured the boots as "Zippers" and used the fastener, which was still nameless. They became a fad, and the fasteners earned their name by default.

"But clothing was a very conservative business," Friedel says. "Especially when dealing with how you get things on and off."

The sexual connotations of the zipper differentiated the fastener from other types, such as buttons and snaps. There is a chapter in "Zipper" that explores the issues of sexuality through literature of the period.

"It made it easier to undress," he says. "They (zippers) were very

prominent and were seen as invitations. That was a down side, though. Many men and women didn't want to go around parading the openings of their pants."

Friedel also believes that the zipper helped people identify with modernity.

"Clothes are supposed to be natural. The idea that something so mechanical has a place in the realm of clothing was a strange notion."

The whole idea of writing a book about the zipper came to him from an undergraduate student who had to write a research paper on an invention.

"It seemed like an odd choice, but as I read her research I began thinking to myself, 'why would anybody take so much time inventing such a silly thing?'"

Armed with the student's research, Friedel went to Meadville, Pa., which was the home of Talon, the company that originally manufactured the zipper, and searched their archives to write the book.

Friedel expects "Zipper" to hit bookstore shelves in about a month, and is continuing to study how fads affect industry.

"It turns out that novelty itself has a powerful value in our society," he says.

—STEPHEN SOBEK



Robert Friedel

## Here's To...

**Ivo Babuska**, research professor for the Institute of Physical Science and Technology, for being selected as a co-recipient of the Birkhoff Prize, given by the American Mathematical Society and the Society for Industrial and Applied Mathematics for his work on the reliability of finite element methods, the development of a general framework for finite element error estimation, and p- and h-p finite element methods.

**Dru Bagwell**, assistant vice president for Student Affairs, for being awarded the Robert L. Morlan Faculty-Secretary Award by the Sigma Circle of Omicron Delta Kappa, a national leadership honor society.

**Richard Berg**, of physics, for his article "Sound," appearing in Volume 27 of the 1993 edition of the Encyclopedia Britannica.

**Chung Yun Chang**, professor of physics, for receiving a semester research award from the General Research Board of the Office of Graduate Studies and Research for work on the prospects of a solar neutrino detector with an array of crystals of europium-activated lithium iodide.

**Linda Clement**, director of Undergraduate Admissions, for being

elected to a four-year term on the Board of Trustees of the College Board, a national, non-profit association of approximately 2,800 colleges and universities, secondary schools, school systems and education associations and agencies.

**Alan DeSilva**, professor in the Laboratory for Plasma Research, for receiving a summer research award from the General Research Board of the Office of Graduate Studies and Research to carry out an experimental study of the electrical conductivity of strongly coupled plasma, and for being appointed acting director of the Institute for Plasma Fusion.

**James Drake**, professor of physics, for being awarded a Humboldt Research Award for Senior U.S. Scientists. Drake will be spending his leave at the Max Planck Institute for Plasma Physics in Garching, Germany.

**Michael Fisher**, distinguished professor at the Institute of Physical Science and Technology, for being elected vice president of Britain's Royal Society. He is one of five vice presidents and is the first member of the Royal Society's Council to reside outside of Great Britain.

**Sylvester Gates**, professor of physics, who will be presented with the first Visiting Minority Lectureship Award by the American Physical

Society. The award recognizes Gates' contributions to research on superstrings and supersymmetry, as well as "his skill at communicating the ideas at the frontier of particle physics."

**George Gloeckler**, professor of physics, for being appointed to serve on the Astronomy and Space Physics Science Council of the Universities Space Research Association.

**Bei-Lok Hu**, professor of physics, for receiving a semester research award from the General Research Board of the Office of Graduate Studies and Research to analyze the intrinsic contradictions of quantum mechanics and general relativity, and to examine the conditions for treating general relativity as an effective theory.

**Stephen Leatherman**, director of the Laboratory for Coastal Research, for being invited to participate in two symposiums on global climate change for the members of President Clinton's Council on Sustainable Development. Established by Clinton in June 1993, the council is made up of 25 leaders of industry, government, environmental, labor and civil rights organizations to develop policy recommendations and strategies for the President that put American society on a path to a sustainable future.

**Glenn Mason**, professor of physics, for being elected Fellow of the

American Physical Society "for pioneering experiments that provided the first direct measurements of the age of galactic cosmic rays, and for comprehensive investigations of the abundance and propagation of solar energetic particles."

**James Reveal**, professor of botany, for his book, *Gentle Conquest*, being chosen for an Outstanding Academic Book Award for 1994 by the American Library Association. It is the third volume in the Library of Congress Classics series published by Starwood Press of Washington, D.C.

**T. Venkatesan**, for being awarded a Distinguished Faculty Research Fellowship by the General Research Board of Graduate Studies and Research. He will spend the year working on the study of novel metal-oxide films using X-ray diffractometry, atomic force microscopy, and Rutherford backscattering and channeling spectroscopy.

**Victor Yakovenko**, assistant professor of physics, for being selected to receive an Alfred P. Sloan Fellowship. This will allow him to pursue his research into condensed matter physics.



# Take note

## The Maryland-Bosnia Connection

As the world acknowledges the first signs of movement toward peace in the bloody Bosnian conflict, questions abound about American attitudes toward the region and the role the U.S. should play in orchestrating and maintaining peace. At the university, these issues have also generated intensive study in the areas of public policy and public opinion.

When Americans think of Bosnia, tolerance is generally not one of the words that comes to mind. Yet tolerance is the predominant ideal that the residents of Sarajevo have clung to as they endured the last two years in a city under siege, according to Dzenita Mehic, a Bosnian radio journalist who is a Foreign Policy Fellow in the School of Public Affairs. Mehic, who hosted a public affairs program in Sarajevo before coming to the U.S. two months ago, said the people there spoke mostly of a desire for everyone—Muslims, Serbs and Croats—to live together in peace. “Even after two years of suffering and living like rats in our basements, the people still have tolerance,” she says.

## Distinguished Scholar-Teacher Series Begins

The university is pleased to present this year's distinguished scholar-teacher lecture series, featuring timely talks by six of College Park's most outstanding faculty members.

The 1994 honorees have focused their attention on the question “What should we learn and how should we learn it?” Professor Marla McIntosh opens the series with “Science for Barbie and Ken,” a lecture addressing the nation's pressing need for scientific literacy. A leading researcher in agronomy, McIntosh will speak Wednesday, Mar. 23, in the Art/Sociology Building Lecture Hall.

Professor Margaret Palmer delivers the second lecture of the series the following Wednesday in room 1250 of the Zoology/Psychology Building. Palmer is an internationally known aquatic ecologist who has won a number of National Science Foundation awards. “Teaching About Gender and Science” is a thought provoking look at educational and philosophical issues surrounding science and the sexes.

On April 6 in the Art/Sociology Lecture Hall, William Bechhoefer, professor of architecture, will discuss how culture and design link past, present and future in “Time, Place and Architecture.”

Lee Preston is director of the Center for International Business Education and Research. His lecture, “Learning and Teaching About International Business,” will address critical issues in a field of study that he did much to create. Preston will speak Wednesday, April 13, in Tyser Auditorium in Van Munching Hall.

In “Questioning the Educational Experience,” professor James Dally will look at educational process and reform. His lecture is scheduled for April 20 in the Art/Sociology Lecture Hall.

The series concludes April 27th when professor John Gannon of the Department of Computer Science

speaks on “Formal Methods and Programming” in the Art/Sociology Lecture Hall.

Each lecture begins at 4 p.m. and will be followed by a reception for the lecturer and audience.

## Archives II, Another Special Preview

Before the crowds come in May, the university, in conjunction with the American Institute of Physics and the National Archives and Records Administration, will present the last in a series of lectures entitled “Communications and Community,” to celebrate the opening of the National Archives at College Park (Archives II) and American Center for Physics as they join the university community.

The addition of Archives II and the American Center for Physics to College Park will offer researchers, professors, students and others in the surrounding community access to three major resources in the same geographic location.

President William E. Kirwan said, “I am pleased that the three major academic institutions in the College Park area have inaugurated this lecture series. This initiative demonstrates the enormous scholarly potential by having the world's largest research archives and the nation's principal physical science societies co-located with a major research university. We look forward to strengthening our academic alliances as we near the formal dedication of both the National Archives at College Park and the American Center for Physics.”

On Friday, April 22, at 10 a.m., the American Center for Physics presents “Documenting Modern Physics.” The lecture is facilitated by Spencer R. Weart, director of the American Institute of Physics, Center for the History of Physics; and Joan Warnow-Blewett, associate director, American Institute of Physics, Center for the History of Physics.

The series concludes with a keynote address by Trudy Huskamp Peterson, Acting Archivist of the United States, at 4 p.m., on Thursday, April 28, at the National Archives at College Park.

## What Americans Think About U.S. Involvement

A recent poll conducted by the university's Program on International Policy Attitudes (PIPA) indicates a dramatic increase in American support for U.S. involvement in Bosnia as long as it is a part of a United Nations force.

Steven Kull, the program's director, cites the results of a PIPA survey conducted Feb. 9-13 which show 76 percent support for the U.N. ultimatum and an even stronger 80 percent support for air strikes if the Serbs did not comply with the ultimatum. A large majority also supported sending U.S. troops as part of a U.N. peacekeeping operation should an agreement be reached to end the fighting. Kull says these findings contradict the myth that America is becoming more isolationist in the Cold War era.

But not everyone thinks the U.N. is on the right course in Bosnia, Herzegovina.

Ivo Daalder, director of research at the Center for International and Security Studies believes the U.N. and Western powers have deliberately mischaracterized the conflict as a humanitarian

# Inbrief

**Caught Between Two Worlds**—How do women manage to cope successfully when they move from their culture of origin to life in the United States? What problems and opportunities do they confront as they live and work in a culture that defines women and their roles differently from theirs? And how do they readjust to their former cultures after their experiences in the United States? Female faculty, staff, and graduate students from various cultural backgrounds will share their perspectives on these issues during a panel discussion, “Between Worlds: Women Bridging Two Cultures,” at the International House (Dorchester Hall) on Monday, Mar. 28, from noon to 2 p.m. Martha Solomon, associate dean of the College of Arts and Humanities, will act as panel moderator for the discussion. For more information, call 405-2993.

**Gender and Ethnicity**—Due to the inclement weather on Mar. 2, the Equity Council will sponsor the sixth annual equity conference “Gender and Ethnicity at Universities” on Monday, Mar. 28, from 8:30 a.m. to 2 p.m., in the Stamp Student Union. Keynote speakers include Elaine Kim, professor of Asian Studies at UC-Berkeley, and Bette McLeod, consultant with the Mid-Atlantic Equity Center at American University. All faculty, staff and students are invited to attend the conference. The registration fee is \$15. Individuals already registered for the conference may pick up their packets on the 28th. Other interested persons should contact Sylvia Stewart, at 405-1109, by Mar. 22 to register.

**Slaughter Conference**—The Afro-American Studies Program presents The John and Ida B. Slaughter Conference on “Science, Technology and the Black Community” on Thursday, Mar. 24, and Friday, Mar. 25. Thursday's events include a keynote speech by Charles Finch III, Morehouse School of Medicine and author of *African Background in Medical Science*, from 7 to 9 p.m., in room 0200 of the Skinner Building. A reception precedes his talk at 6 p.m. Panel discussions on “Health Policy and the African American Community” and “Science, Technology and Educational Outreach” take place on Friday, Mar. 25, from 9 a.m. to 12:15 p.m., at the same location. A luncheon, from 12:30 to 2 p.m., in the Colony Ballroom of the Stamp Student Union, follows with a keynote speech, “Activist Scholarship in African American Anthropology: The Case of the African Burial Ground Project,” by Michael Blakey, Howard University.

tragedy, subject to a politically neutral intervention to aid the victims of a civil war, rather than as the deliberate war of aggression it really is.

Daalder is engaged in ongoing research on the concept of humanitarian intervention in the post-Cold War world and calls for a strengthening of the international community's resolve to take assertive action to respond to humanitarian disasters, especially against naked aggression. In Bosnia he urges the rapid withdrawal of lightly armed U.N. forces, lifting the arms embargo and consideration of a more assertive military backing of the Bosnian victims.

## African American Banks Do it Better

White-owned banks are more reluctant to lend to black people than to white people, regardless of income level. But black-owned banks have a better track record, says William Bradford, professor of finance and associate dean at the Maryland Business School.

Bradford recently concluded a study of loan acceptance rates by white-owned banks versus black-owned banks when the applicants were black. He found a higher acceptance rate of black borrowers by black banks at every income level. And contrary to some beliefs, the black-owned banks with higher acceptance rates for black applicants did not suffer lower profitability. “Lending to blacks can be as profitable as lending to whites, with respect to the bank's bottom line.”

Black banks do suffer from higher default and foreclosure rates than white-owned institutions. The reason, Bradford says, is that most black customers served by black banks tend to be low-to-middle income.

So why aren't profits affected? Because the key to profitability isn't

necessarily the default or foreclosure rates of loans, Bradford says.

“It is a function of the interest rate on loans and the administrative costs of lending, along with default or foreclosure rates,” he says. “The secret is how you factor in those defaults as costs of doing business, decide on the interest rate and the points that you charge, and manage the loan once it is made. If you consider defaults and foreclosures as only two of several factors of doing business, which all financial institutions do, then profitability can be attained at higher loan origination rates for blacks.”

Bradford looked at Federal Reserve data for 40 black-owned and more than 2,000 white-owned lending institutions. Data covered 1.5 million loans.

Bradford says that banks lending to low-to-moderate income borrowers can protect their investments by implementing some money management measures. First, says Bradford, careful scrutiny of borrowers is a must. “Clearly, there are some applicants who should be rejected, and the institution has a right and obligation to do so in those cases.”

In addition, lenders need to educate and train low-to-moderate income borrowers, both black and white, to better manage their financing. “Often, these people have never learned basic money management skills. But it's been shown that a little up-front training can go a long way toward increasing the stability of a borrower's mortgage payment.”

Bradford says his study holds two lessons for those studying race-based lending practices. First, the data clearly show that black banks are strongly supportive of the low-to-moderate income mortgage market for blacks. In addition, says Bradford, his study shows that majority-owned lenders can be more supportive of black borrowers, while still maintaining their profitability.



# Joan Frosch-Schroder

*A Pioneer Sharing the Meaning of Dance in Culture*

As a young girl growing up in Brooklyn, Joan Frosch-Schroder spent many an hour being dragged to her elder sister's dance lessons. Despite her mother's fervent hopes, young Joan just wasn't catching the dance bug, wasn't eager to take a turn in a tutu. But, magically, at age eight, Joan changed her mind.

And if you think her mother was delighted, imagine how grateful the dance world is that this dancer, choreographer and dance ethnologist gave it a whirl. Thanks to her pursuits, Frosch-Schroder, assistant professor in the Department of Dance, is bringing cross-cultural dance to the forefront of the performing arts scene.

Since coming to the university in 1988, Frosch-Schroder has pioneered classes, programs and projects that aim to create a new perspective on the meaning of dance in culture. She introduced a class on West African dance; became artistic director of Dance Afrika, a dance company designed to give student performers opportunities to work with African artists here and on the continent; and created the Performing Arts Program in Ghana in cooperation with the University of Ghana, Legon. Between guest stints at University of California at Riverside and University of Hawaii at Manoa, she is gearing up to take a group of Maryland students to Ghana for their first experience in studying dance in cultural context.

Soon after her foray into dance, Frosch-Schroder began studying at the American Ballet Theatre School in New York City. "This was in the mid-'60s. Nureyev had left the Soviet Union and transformed dance internationally," says Frosch-Schroder. "He lifted dance to an entirely new level of interest."

From there, Frosch-Schroder was selected by audition to attend New York's famed School of Performing Arts. "The first day, we [40 freshmen dance majors] were lined up from one side of the dance studio to the other. The teachers walked down the row looking us over and saying, 'You ballet. You modern,'" she says. Body type, not dreams or desire, was the determining factor in choosing which form of dance to study. Unless you were one of three boys in the class "who had their futures discussed with them, and they were listened to," she says. "It was a lesson early on in what you could or couldn't do as a female, and an introduction to what sort of parameters would define who you would remain as opposed to who you would become."

In the intervening years, some things haven't changed. "On a wide scale, dance is considered a 'female' experience and is often devalued for that," says Frosch-Schroder. "There is the stigma of body, womanliness, and sexuality attached to the concept of dance."

Dance is considered an ephemeral art form, says Frosch-Schroder. Once experienced, it's gone. "A material society asks 'what's the value of it?'"

"That's what's so exciting about

dance ethnology—the study of dance across cultures," she says. "It's been energizing to have the opportunity to research the centrality of dance in many world cultures given the marginality of dance in this culture."

It was at the School of Performing Arts that Frosch-Schroder became interested in examining dance in cultural context. West African, South Indian, and flamenco dance were some of the many forms of dance to which the high school students were exposed in addition to the traditional ballet and modern dance. "It was visionary—I can't recall anyone going to high school in the '60s being asked to look at things cross culturally."

But when Frosch-Schroder arrived at Juilliard to pursue her undergraduate degree, she was in for a rude awakening. "In terms of what was valued, taught and acknowledged, all that existed was theatrical dance," she says. "There was no emphasis on human creativity or improvisation, and no recognition of the value of any other forms of dance outside of modern dance or ballet."

An audition for California Institute of the Arts quickly changed all that. In addition to western practitioners, the institute welcomed performers from other countries, including Ghana, Indonesia, and India, to guide students in the study of their history, their music, and the dances of their people.

"What we had at Cal Arts was a vision of how an intercultural view



could feed our own sense of aesthetics and develop artist-scholars who would become the new doers and thinkers in the performing arts for the next century," she says. "It was pivotal for me."

Following graduation, Frosch-Schroder spent 18 months in Ghana conducting field research on Southeastern Ghanaian dance and culture. She came back to complete her master's degree in dance education at Columbia University.

As a child, Frosch-Schroder thought she might become a nun. While her path changed direction, she feels her work is related. "I feel that I'm a person on a spiritual mission," she says, a mission to firmly establish the field of dance ethnology. "Cross cultural experiences help us to expand the parameters of who we are and what we do. Cross culturally, dance is rich. The challenge is how we value the arts and how we conceive of the body in U.S. mainstream culture," she says. "I think we're impoverished in that sense. 'The body used in any aesthetic sense,' she says,



Scott Suchman

**"We all share the human body. How we use it and define it is culturally specific, but we all share that possibility of transformation through movement."**

—Joan Frosch-Schroder

"is held suspect."

Opening closed minds is a challenge, she says. "But I'm an educator and educators change people."

Coming to the university in 1988, Frosch-Schroder says the dance program was wonderful but had a totally western dance focus. Through a Lilly fellowship, she was able to create a course on dance in world cultures. "It was a wonderful course to create and teach," she says. "Student did not have basic assumptions coming into the class. 'Due to its popularity, the class has been taught every semester since then and often has a waiting list equally as big as the class itself,' she says."

One year ago, students from Frosch-Schroder's West African dance class decided they did not want the class to end. This commitment created the dance company known as Dance Afrika, of which Frosch-Schroder is artistic director. "The company gives us an opportunity to continue the work and share it with the university and greater community."

"The company is a first at College Park," says Frosch-Schroder. "It has added a whole new excitement of cross cultural expression that enriches all of us. The growing excellence and popularity of the group attests to that."

Frosch-Schroder also works with a cultural group called the Volta Ensemble, an organization of Ghanaian nationals residing in the Washington, D.C. area. As victims of colonialism and products of missionary education, she says, many Ghanaians were taught to despise their own cultural systems, including dance. As immigrants, many Ghanaians, and particularly the members of the Volta Ensemble, want to teach their children who they are and to reclaim these cultural icons for themselves," she says. "They have claimed dance as their most powerful icon."

Her many years of research in West Africa enabled Frosch-Schroder to become an intermediary between the

ensemble and the cultural practices they have sought to recreate. She documents their processes, interprets their performances, and in her travels to Ghana, she has videotaped Ghanaian dances and brought them back for review.

"It's been very exciting for me to apply my research to real life problems and needs," says Frosch-Schroder. "Across disciplines, professionals are becoming increasingly responsive to ethical questions: Who is the research benefiting?; how does it fit in with the needs, desires or goals of the researched?; what are the ways in which research, especially human subject research, can create mutual benefit and growth for researcher and researched? It's exciting to apply these questions to dance."

Working with the Volta Ensemble led Frosch-Schroder to look at other communities to understand "how they can enrich the ways in which we see the power and the place of dance in human life." Her research has led her to work on editing a book called *Moving Communities: Dance, Culture and Power*.

What's fascinating about the discipline of dance is the methodology of embodiment, she says. "We all share the human body. How we use it and define it is culturally specific, but we all share that possibility of transformation through movement." The study of dance is deeply humanizing, she says, and we need to pay attention to what can humanize us. "The reasons are clear."

Frosch-Schroder is working to create "a revisioning of the field of dance." And for that, she "can't think of a more exciting place to be than right here and now. Boundaries have fallen. The world is in a tremendous state of flux and movement and that's what dance is all about."

—JENNIFER HAWES